

Abstract

The main goal of the diploma thesis "Employment of foreigners" is to summarize and critically evaluate the current legislation regarding the employment of foreigners in the Czech Republic, both for foreigners from countries which are not Member States of the European Union and also employment of citizens of the European Union since a separate regime applies to each of these groups under the Czech law.

The thesis itself is divided into the introduction, four main chapters and a conclusion. The first chapter defines the most important legal terms which are crucial for the elaboration of the thesis, i.e. in particular a foreigner - as a general term as well as the legal definition stipulated in the Act on Residence of Foreign Nationals in the Czech Republic, a family member of an EU citizen or a Czech citizen respectively, an employee, an employer and employment.

The second chapter deals with the current legal status and concept of employment of foreigners in the Czech Republic with focus on individual types of residence permits, types of individual work permits as well as on employers' obligations and necessary steps when employing EU citizens or foreigners in the Czech Republic.

The third chapter defines the term "illegal work" and deals with its impact on the Czech environment, not only from a legal point of view, but also in terms of economic and social consequences and safety measures on the Czech Republic.

The last chapter discusses the differences between the employment of citizens of the European Union and the employment of foreigners from third countries.

Throughout the thesis and beyond the theoretical description of the issues connected with employment of foreigners, an effort to express an opinion was made, incl. practical proposals on how to streamline the procedure of entry of foreigners into the Czech Republic and also how to achieve faster employment of these individuals.